

Pengaruh general self-efficacy dan organizational mobility preferences terhadap komitmen afektif = The influence of general self efficacy and organizational mobility preferences toward affective commitment

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Abstrak

Persaingan antar perusahaan saat ini sudah semakin ketat dan perusahaan membutuhkan karyawan dengan komitmen organisasi yang tinggi. Tujuan dari penelitian ini adalah melihat hubungan dua faktor individu, yaitu general self- efficacy dan organizational mobility preferences terhadap komitmen afektif pada karyawan swasta. Partisipan penelitian ini adalah 143 karyawan swasta yang bekerja di berbagai sektor industri di wilayah Jakarta. Komitmen afektif diukur menggunakan Affective Commitment Scale, New General Self-Efficacy Scale digunakan untuk mengukur general self-efficacy, dan organizational mobility preferences diukur dengan Boundaryless Career Attitudes Scale.

Hasil penelitian membuktikan bahwa terdapat hubungan positif yang signifikan antara general self-efficacy $r = .21$, $p < .05$ dan komitmen afektif serta hubungan negatif yang signifikan antara organizational mobility preferences dan komitmen afektif $r = -.37$, $p < .01$. Hal tersebut menunjukkan bahwa individu dengan general self- efficacy yang tinggi memiliki komitmen afektif yang juga tinggi. Sebaliknya, individu dengan organizational mobility preferences yang tinggi memiliki komitmen afektif yang rendah. Penelitian juga menunjukkan bahwa organizational mobility preferences $r = -.34$, $p < .05$ memiliki pengaruh lebih kuat terhadap komitmen afektif dibandingkan general self-efficacy $r = .12$, $p < .05$. Pembahasan dan saran untuk penelitian selanjutnya didiskusikan.

Today, the competition among companies are tighter, and companies need employees with high organizational commitment. This research aims to examine the relations between two individual factors, which is general self efficacy and organizational mobility preferences, with affective commitment of private employees. Participants of this research are 143 private employees who work in various sectors in the Jakarta area. Affective commitment was measured using Affective Commitment Scale, general self efficacy was measured by New General Self Efficacy Scale, and organizational mobility preferences measured using Boundaryless Career Attitudes Scale.

The result of this study proves that there is a significant positive correlation between general self efficacy $r = .21$, $p < .05$ and affective commitment, and also a significant negative correlation between organizational mobility preferences $r = -.37$, $p < .01$ and affective commitment. It implies that people with high general self efficacy also have high affective commitment. In contrast, people with high organizational mobility preferences have low affective commitment. This research also found that organizational mobility preferences $r = -.34$, $p < .01$ had stronger impact to affective commitment than general self efficacy $r = .12$, $p < .05$. Discussion and suggestion for further research are discussed.